

## Consultant Clinical Psychologist (Learning Disability)

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**Department:** Health & Community Services  
**Section:** Adult Social Care – Learning Disability Service  
**Reports to:** Head of Learning Disability Service  
**JE Ref:** HCS1144  
**Grade:** CS13      **JE Date:** 19/08/2022

### Job purpose

To manage and lead psychological and therapeutic services for adults with a learning disability and their families. As the lead clinician the post holder will work as part of the senior management team which includes the Service Manager and Consultant Psychiatrist to offer management, supervision and support to the multi-disciplinary team and to take a lead on clinical governance.

The post holder will hold a clinical caseload and be expected to demonstrate an advanced level of psychological skills in order to work with complex cases. They will deliver a high-quality specialist clinical psychology service to adults with a learning disability and their families in the multi-disciplinary Learning Disability Team. This will involve providing highly specialised assessments, formulations, and interventions to adults with a learning disability who are presenting with highly complex needs and presentations utilising a range of psychological approaches and interventions.

In addition to the clinical and operational role the Consultant takes a strategic role in the promotion of therapeutic work with adults with a learning disability and their families across the island.

### Job specific outcomes

1. To offer a lead in promoting good practice in providing highly specialised psychological assessments for adults with a learning disability, based on the use, interpretation and integration of complex data in order to formulate complex plans for psychological intervention and make highly skilled evaluations about treatment options.
2. To act as clinical lead and offer specialist clinical supervision, training, consultation and informal support to help to contain anxiety of the staff team and to promote good practice throughout the team. The post holder will lead on recruitment, appraisal, performance issues and job planning for staff within the multi-disciplinary team.
3. Oversee the development and co-ordination of intensive multi-agency care packages and therapeutic interventions for adults with a learning disability with complex and acute presentations, necessitating intensive outreach, intensive client support and high-level risk management to ensure that each individual client receives the support they need when they need it. In addition to the delivery of these packages the post holder will support colleagues in the delivery of their work.

4. Deliver and supervise others to deliver high-level risk assessments regarding risk of suicidality, harm to self and others for adults with a learning disability across a range of community locations, in order to make complex clinical decisions regarding level of risk and appropriate management of this, taking into account the client's presentation and wider systemic factors.
5. To share specialist psychological knowledge with other agencies and provide advice and support to other professionals working with adults with a learning disability e.g. social workers, support workers, in order to facilitate a comprehensive multi-disciplinary approach to case management, formulation, and intensive care packages. This will involve an ability to represent the profession at a wide range of levels at times communicating with adults with a learning disability and at other times communicating about our work to politicians or in the Royal Court.
6. Deputise for other senior clinicians when they are not available and be flexible to meet the needs of the service.
7. To take a lead role on the systematic governance of psychological practice both within the service and across the department in order to ensure the service meets agreed protocols, legislative requirements and best practice standards. To support adults with a learning disability and their families in addressing any concerns about the practice of the team which will reduce the need for use of the formal complaint system.
8. Maintain high standards of clinical record keeping, including electronic data entry and recording and report writing, and preparation of materials to meet legislative requirements and to support the dissemination and understanding of psychological concepts and ideas. Supervise the written work of other team members when there is complexity such as when preparing documents for court or the police.
9. Play a lead role in carrying out small scale research projects applicable to service development and carry out audits of service provision, to support the implementation of evidence-based good practice in the clinical work of the service.
10. Play a leadership role in service development and delivery of KPI's as part of the senior management team and be responsible for both operational and strategic work to promote best practice in the team.

### **Statutory responsibilities**

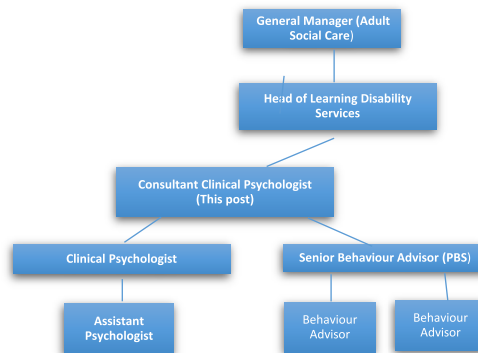
Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

- The post holder will have to comply with all relevant States Laws, such as the Health and Safety at Work (Jersey) Law 1989 and any other associated legislation, Standing Orders, Financial Directions, and other relevant Codes of Practice.

- Ensure appropriate communication of relevant patient information through the maintenance and updating of patient/client records in line with the requirements of Clinical Governance and Quality as set out in the Standards of Practice from the CSP; HCPC and HCS.
- To meet all requirements of Clinical Governance (e.g. statutory & mandatory training; CPD; reflective practice etc.) and propose any necessary changes to service delivery, which this may give rise to.
- To interpret and inform the Consultant Leads of specific national and professional evidence and policies which affect the specialist area.
- To be aware of and adhere to the British Psychological Society's code of conduct and guidelines for the employment of Assistant Psychologists.
- To participate in regular clinical supervision in accordance with professional practice guidelines of at least half an hour per week (pro rata).

## Organisational structure



## Person Specification

### Specific to the role

*Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.*

*It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.*

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p><b>Qualifications</b> <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>A recorded/registered doctoral level qualification in clinical psychology or equivalent as recognised by the HCPC. Eligible for chartered status with the British Psychological Society.</p> <p>Registration with the HCPC.</p> <p>A commitment to developing specialist training and advanced skill relevant to clinical psychology practice within LD services</p>	<p>Evidence of an advanced therapy qualification such as Cognitive Analytical Therapy, EMDR, or family therapy</p>
<p><b>Knowledge</b> <i>This relates to the level and breadth of practical knowledge <b>required</b> to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Demonstrates advanced theoretical &amp; practical knowledge of clinical psychology in specialist area (LD) to inform assessment of clients.</p> <p>Evidence of significant experience of applying clinical psychological models to working with common mental health issues and within a professional role.</p> <p>Understanding of the supervision and</p>	

	<p>management of others in a professional and clinical capacity.</p> <p>Advanced knowledge of how to carry out risk assessments within scope of practice.</p> <p>Familiarity with codes of practice of Health and Social Care Professions Council (HCPC).</p> <p>Good understanding of safeguarding.</p>	
<p><b>Technical / Work-based Skills</b> <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Able to demonstrate a range of information technology skills i.e. an ability to effectively use IT equipment and role critical software.</p> <p>Able to provide clinical supervision to other members of the multi-disciplinary team.</p> <p>Well-developed skills for assessing clients in specialist caseload.</p>	
<p><b>General Skills/Attributes</b> <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Strong relationship building with both internal and external stakeholders up to and including at a senior level, and especially to develop good therapeutic relationships with clients.</p> <p>Able to understand and manage a range of complex facts or situations requiring analysis.</p> <p>Strong problem-solving acumen.</p>	

	<p>Excellent communication; verbal and written.</p> <p>Communicates effectively across all levels and media.</p> <p>Ability to adapt personal style in order to influence others and gain support for ideas. Demonstrates empathy towards individual clients.</p> <p>Supports the development of and shares learning with other members of staff.</p> <p>Able to remain professional and effective under pressure.</p> <p>Committed to continuous service improvement and also continued professional development for themselves and their team.</p> <p>Self-directed and resourceful.</p> <p>Flexible approach to work.</p>	
<p><b>Experience</b> <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>A minimum of six years experience of working as a Clinical Psychologist with adults with a learning disability and their families.</p> <p>Experience of working as a Clinical Psychologist within a competency framework.</p> <p>Experience of working effectively within a multidisciplinary team.</p> <p>Facilitation and tutoring of clinical staff and monitoring the caseloads of other staff.</p> <p>Experience with routine outcome monitoring.</p>	

<p><b>Criteria relating to Safeguarding</b> <i>Other requirements needed to confirm suitability to work with vulnerable people e.g. attitudes, skills, experience etc.</i></p>	<p>Relevant training undertaken in relation to adult/child safeguarding. Knowledge of service procedures and protocols.</p>	
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### Personal Attributes

**Delete as appropriate:**

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 4 core accountabilities attributes and behaviour indicators.